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Office Memorandum • UNITED STATES GOVERNMENT

TO : Director of Personnel

DATE: 24 April 1957

**FROM : Director of Training**

**SUBJECT: Starting Grades for JOF's**

1. In the JOTP, we are concerned about the starting salaries which we have been paying to date as they compare with those offered by the Department of State, to say nothing of those ~~XXX~~ with which we have to compete from industry. To take up the latter first, we feel that with appropriate selling, we can show that although a JOT might start at a lower salary with us than if he went to industry, we can show that the increases that he would have while in the Program would more than make up for the normal increases which he might receive in industry over a corresponding 2 1/2 year period. It is true, however, that we face a good deal of difficulty with A.B.'s who can go to state at something like \$4700 a year, whereas we pay only \$3600 a year. We therefore propose the following amendment to our present pay scale:

25X1

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**A.B. without Military Service**

### A.B. with Military Service

A.M. with or without M.S.

Ph.D. with or without M.S.

Document No.

08-5 NO CHANGE in Class.

☒ .DECLASSIFIED

08-7 Class. CHANGED TO: TS S C

08-7 DDA Memo, 4 Apr 77

Auth: DDA REG. 77/1763

08-9 Date: 8/3/78 By:

2. Our feeling is that we are embarrassed by not making a distinction between the A.B. with military service and the A.M. with military service. We can explain this by pointing out that A.B. has

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